App.F.IX-4]

1922.

File No. 55-22

Previous References. (Src.)

Serial Nos. 95, 96, 98, 99, 101, 110.

Later references.

Src 220.25 (1-6)

GENERAL AND REVENUE SECRETARIAT.

Serial Nos. Six.

Part B for Def. 25

SUBJECT

Rooms to the Instructors of the Chamarajendra Technical Institute

---

Fr 2821 & 28.10.25.

to

Director P. and C

States that it is not possible to grant any ——— unless the Commercial side is separated from the Educational side and the former separately audited and found to yield an appreciable profit.

K. Mahadeva.

G. R. S. 11] 1924. (1

GENERAL AND REVENUE SECRETARIAT.

(24c)

NOTES.

File No. 53-22

FILE HEADING.

Chamarajendra Tech Institute

From

The Director D.I.C.

No. 1457 Dated 3-4-24 Received 4-4-24

Diary No. 4303.	Enclos. 1	Spare Copies.	Serial No. 95

BRIEF ABSTRACT OF LETTER.

Re application for sanction to the appointment of the Superintendent in grade of Rs 250-10-300 in the Chamarajendra Technical Institute for good work done

NOTES AND ORDERS.

The Supdt has recommended the Assistant Foreman to get a bonus equal to half esta charges, minus general charges. The Rattan Superintendent bonus

NOTES—First Sheet.

G. R. S. III-2]

General and Revenue Secretariat. | I & L File No. 55 of 19 22.

Serial No.

to be increased by abolishing the existing limit of Rs 20 and by calculating the bonus on the full outturn of the output

2. The Director considers that the proposals will not involve any material extra cost but will reduce cost by increasing the output

3. Details of the estimated increase due to these proposals may perhaps be obtained. Sd

10.4.24

4. The proposal is very vague. Its financial effect, if sanctioned, is not clearly stated. The case will be worked up & submitted after receipt of the main file

SM 12/4

5. Rev Secy: Yes - But what basis is the bonus to be calculated. Instructions given -

Please ask for details of the financial implications

SM 17

NOTE—One min. sheet.

G. R. S. III-2]

General and Revenue Secretariat. | I & C File No. 55 of 1922

Serial No. 6

Draft Letter

MM 19-4-24 VS

Issue SNM 23/4

Sl. 96

6612/25th April 1924.

To- Director, I & C.

Ref. 95. calls for the information re: the basis on which bonus is now being granted to the Rattan Foreman, the financial effect of the proposals made therein, & the details regarding the estimated increase in the cost from the Director vide G.O. 1630 Dy. 27-5-24. Furnish the details called for

7. Under G.O. No. 2927-8 Ed. dt. 15-21-20 & 31-1-23. The Rattan two Inspectors get a bonus of 50 p.c. on the net profit got on the articles manufactured subject to a maximum of Rs. 10-p-m which limit is now proposed to be abolished.

8. The Director has not

GEN. & INDUSTRIES & COM. 2 MAY 1924 98

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NOTE—Contn. sheet.

G. R. S. III-2]

General and Revenue Secretariat. | Dte File No. 55 of 19. 22 —

Serial No.

furnished details re the amount that will be required by paying increased bonus. The order of 31.1.22 refers to Pattan Electricity only but the present proposal seems to include all the Electricity. Submit for orders

29.5.24

9 Please put up the G.O. No. 1918 when the bonus to the Pattan Electricity was fixed for the first time.

10 G.O. No. 8-8-18 put up

2.6.24 4.6.24

11 In the case of the Pattan Electricity 50% of the net profits had been authorised to be given as bonus subject to a maximum of Rs. 10/- per month. The proposal now made is to distribute the entire net profits among the Engineers & Electricians. The arrangement, if sanctioned, will have lasting effect but it is

Dept T.

NOTE—Contn. sheet.

G. R. S. III-2]

General and Revenue Secretariat.

File No. 55 of 19 22

Serial No.

Dand that the out put would be increased. Which would result in reduced Cost. Even in this case it is not understood how the Govt will benefit as the entire net profits will have to be distributed among workmen

12 The proposal appears to be somewhat peculiar and it does not appear desirable to give away all the net profits as suggested - The Concession excluded to the Railways is 50% of the net profits may perhaps be continued without the limit of Rs 10/- and extended to other Factories also if necessary.

13 For orders

SM 5/6

Rev Secy

Case under to bring up

14 7-6 SMS 7/6

15

Draft herewith

Rev Secy 14.6.24

Approved Issue SM 19/6

Taken into consideration from Secy J MA 13.6.24

NOTE—Contn. sheet.

G. R. S. III-21

General and Revenue Secretariat.

I & C. File No. 55 of 1922

Serial No.	
99.	7770/- 20-6-24 Director, I&C. Requests him to state how the prices of articles manufactured at the Institute are fixed & what amount if any has been added on the price towards profit.
101	From the Director No. 129 dt 9-8-24. Forwards copy of letter dt 27.6.24 from the Supdt. C.T.I. furnishing the information. 16. This Supdt reports that a centage of 20.6.33 p.c is added to the cost of the articles in addition to the material & labour charges. The Director states that the firms recommended may be granted part of this centage. 17. Submitted for orders. Plan & the pairas 11 & 12 Supra 13.8.24

For P.

Dy 1924
INDUSTRIES & COMMERCE
BRANCH

SNR 13/8

Rev Secy The proposal is to pay the Institute a premium half the net profits as Bonus. This may perhaps be sanctioned temporarily for a year

PA
This may be put up on 1.9.24 or 2.9.24 when papers

NOTE—Contn. sheet.

356
16.8

SNR 16/8

G. R. S. III-2]

WD 2310—GPB—10,000—21-5-24

General and Revenue Secretariat.	File No. 55 of 19

Serial No.

In a communication recently received from the Director proposing a revision of the Scale of pay of the Instructors in the C.I.T., he has expressed his opinion that many of the best Instructors in the System of granting bonuses to his Instructors is inadequate, his remedy is the increase of pay not by grant of bonus but by the introduction of progressive rates of pay for the Instructors which will be pensionable if the concern is a commercial one & if found by the Govt. to be of an appreciable profit. The C.I.T. is not a commercial concern but an Educational institution. Its manufacture of articles for sale are accessory & of a secondary place. In Europe in respect of Govt. Institutions the circumstances under this commercial side of work is separated from the Educational side & a separate audited account is found to yield an appreciable profit which is not to be pensionable for the Instructors. The grant of a bonus is to be Employer

NOTE—Contn. sheet.

MB 14/10

13 Apr

General and Revenue Secretariat

9R File No. 55 of 1922.

Serial No	
	Subs with a docket 27/10. B AM MP 23/10 Issue B 23/10/25
110	To Director of Ie Le. 2821 of 28.10.25 With refe to N. 101 states that it is not possible to grant the boons to the instructors of the C.T.I. unless the commercial side of the Institute is separated from the Educational side and the former separately audited and found to yield an appreciable profit.

REV. SECRETARIAT
RECD 29 OCT 1925
INDUSTRIES & COMMERCE BRANCH.

Note—Contn. Sheet

31293

4303 C (1)

TELEGRAPHIC ADDRESS "INDUS COM."

In reply please refer to No. G.1454.98

Enc one

GOVERNMENT OF MYSORE,

DEPARTMENT OF INDUSTRIES AND COMMERCE.

55-22-95

OFFICE OF THE DIRECTOR,

Dated, Bangalore, the 2nd April 1924.

FROM

P. G. D'SOUZA, ESQ., B.A., B.L.,
Director of Industries and Commerce in Mysore,
Bangalore (India).

GEN. & REV. SECRETA. 4-APR 1924 INDUSTRIES & COMMER BRANCH.

GENL. & REV. SECTN. Br. 4 - APR. 1924 G. D. SECTION

To

The Secretary to the Government of Mysore,
Revenue Department,
Bangalore.

SIR,

In submitting herewith a copy of the letter No: 1592/319 dated 19-3-1924 received from the Superintendent, Chamarajendra Technical Institute, Mysore, recommending the grant of bonuses to Instructors and Foremen, I have the honour to state that I fully concur with the views of Mr. H. G. Alderton, the Superintendent of the Chamarajendra Technical Institute and request that his proposals may kindly be sanctioned.

My proposals to Government in which I had recommended for small promotion for the grant of bonuses amounting to 50 per cent of the net profits in the Workshop Section (Vide Para 21 Sub Division XIII) on the re-organisation of the Chamarajendra Technical Institute, have been ordered to lie over in Government Order No: IC.3881/I&C.55-22-92 dated the 17th December 1923. Without some sort of stimulus or encouragement, it is not possible to make these men put forth their best work.

The Instructors and Foreman of the Chamarajendra Technical Institute have put in long service and are reported to be very capable workmen. Having worked so long without any promotion they have naturally become dejected and it is impossible to get good work out of discontented people. Moreover many of them are not willing to continue on their present ~~low~~ remuneration, and it will be difficult to replace them.

The grant of bonuses will not materially affect the budget grant and cause no extra cost to Government while by materially increasing

increasing the output it will reduce cost.

I therefore request the favour of Government sanction as requested by the Superintendent in para 3 and 5 of his letter.

I have the honour to be,

Sir,

Your most obedient servant,

DIRECTOR.

BV)

Letter No: 1592/379 dated 19th March 1924, from the Superintendent, Chamarajendra Technical Institute, Mysore, to the Director of Industries and Commerce in Mysore, Bangalore.

======

Reference was made in 1922 re: a bonus to Instructors and Foremen upon additional work over a fixed limit. The matter met with general approval, I believe, but no further action was taken and the bonus to the Rattan Instructor has had so good an effect that I can strongly recommend its extension to other sections.

I may say that all the Instructors are urging for increments of salary and are extremely dejected at the very unfavourable prospects and this seems to offer a method of permanently stimulating the Instructors to develop both his class numbers and work without any expense, but actually with additional returns to Govern ment.

The proposal is this. For all satisfactory products over a certain figure to be fixed by comparison with his present class and output. The Instructor or Foreman shall be entitled to a bonus equal to half the establishment charges (minus general charges i.e. not clear half the clear profit after deducting all Running charges)

I think the passing of this order would have a great benefit towards developing the work of all the classes.

The bonus would, I am afraid, be at first extremely insignificient in amount only; but I should strongly recommedn that the measure may be tried for a year. I will ensure that the quality of the work, would not suffer.

Re:the Rattan Instructor's bonus, the matter has been very satisfactory and the work developed very considerably, but the limit of Rs 10/= per mensem is a serious bar to further development and I should be pleased if you could abolish it and make the bonus available upon the full extent of the output without limit. The man is only getting Rs 30/=which is very little in comparison with his long hours and the enthusiasm he has put into his work and he is the type

P.T.O.

4

type of man that a little encouragement would spur on to the greater efforts.

Kindly let this matter have very early sanction.

"Copy"

Director.

BV)

G. R. S. VI—G/82]

28/4 5

SUBJECT .....

.....

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Diary No. of letter replied to 4303

Section Edn

File No. 53-2

Serial No. 96.

General and Revenue Secretariat

( )

the *192* .

No. I.C 6612

Date of issue 28-4-24

To The Dir Edn

Signed by [illegible]

Sir

I with reference to your letter No. 1454 Dy 3.4.24 re the grant of bursaries to the students and foremen of the Chamarajendra Tech Institute, I am directed to request you to be so good as to state on what basis the bursaries were granted

over. being

1

To the Railway Secretary.

The financial effect of the proposals made in detail in the letter from Sikh with details regarding the estimated increase in the capital may also be kindly furnished.

Thanks

SNR 23/4

For Secy Rly Board

19.4.24

List of enclosures.

Copied by

Examined by

36679

TELEGRAPHIC ADDRESS "INDUS COM."

In reply please refer to No. Y. 1630/A.

GOVERNMENT OF MYSORE,
DEPARTMENT OF INDUSTRIES AND COMMERCE.

OFFICE OF THE DIRECTOR,

Dated, Bangalore, the 26th May 192 4.

Jd/C.55-22-98

FROM

P. G. D'SOUZA, ESQ., B.A., B.L.,
Director of Industries and Commerce in Mysore,
Bangalore (India).

To

The Secretary to the Government of Mysore,
Revenue Department,
Bangalore.

27 MAY 1924

DIARY NO. 5211
18 REVENUE SECRETARIAT
28 MAY 1924
INDUSTRIES & COMMERCE BRANCH.

SIR,

With reference to your letter No:IC.6612/Indc.55-22-96 dated 25-4-1924, calling for further information in the matter of granting bonuses to instructors of the Chamarajendra Technical Institute, Mysore, I have the honour to invite your kind reference to Government Order No:2927-8/Edn:15-21-20 dated 31-1-1922.

According to the above order, the amount of bonus to a rattan instructor ~~is~~ awarded is 50% on the net profit realised on articles manufactured in his section, subject to a maximum of Rs. 10/= per mensem. This order also expired by the end of July 1923 and requires renewal.

The Superintendent, Chamarajendra Technical Institute reports that this system has worked so well that the outturn has more than doubled since 1918-19 and can be seen from the marginally noted statement. He is also of opinion that the limit of Rs. 10/= per mensem not only works as a hardship on the foreman but also removes the incentive for further efforts. Under these circumstances, the Superintendent, recommends that the whole of the net profits realised may be distributed amongst the Instructors themselves. ~~that it is desirable to~~

Financial effect.		
1918-19	Total products ...	Rs. 838-5-0
1921-22	....	Rs. 1412- 0-0
1922-23	....	Rs. 2043-0-0

profits which may be distributed equally between them.

I have the honour to be,

Sir,

Your most obedient servant,

For Director.
(Absent from Head-quarters)

BV)

9

G. R. S. VI—G/32]

SUBJECT.....

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.....

Diary No. of letter replied to.....

General and Revenue Secretariat

( )

, *the* 191 .

Date of issue 2/10/24.

Signed by M. T. McBain

I/C

Section Dte

File No. 55-22

Serial No 99

No. 1C 7770

To The Director Dte

Sir

With reference to your letter No. G. 1630 A.D. 27-5-24 regarding the grant of bonus to the instructors of the C.T. Quot, I am directed to request you to let the Surgeon-General to state the prices of how the articles manufactured at the Lithi

over.

10.

are fixed, and at what amount ~~factor~~, if any, is added as to the price towards profit

I have etc

H Q

Fortescue Rear-Admiral

List of enclosures.

Copied by

Examined by

TELEGRAPHIC ADDRESS "INDUS COM."

11

In reply please refer to No. G. 129/28

GOVERNMENT OF MYSORE,
DEPARTMENT OF INDUSTRIES AND COMMERCE.

— Enc one

OFFICE OF THE DIRECTOR,

J 8373

Dated, Bangalore, the 6th August 1924.

7.

FROM

P. G. D'SOUZA, ESQ., B.A., B.L.,
Director of Industries and Commerce in Mysore,
Bangalore (India).

The Secretary to Government,
Revenue Department,
Bangalore.

SIR,

Ir 55-22-101.

With reference to your No. I.C.7770/I&C 55-22-99, dated 20-6-24, regarding the grant of bonus to the Instructors, I have the honour to submit a copy of the letter received from the Superintendent Chamarajendra Technical Institute, giving datas in -- arriving at the sale prices in different sections.

The cost of materials used and the labour paid will be recovered in full and a centage ranging from 20 to 33 per cent on their cost, will be added. The bonus will have to be paid out of this charge.

I have the honour to be,

Sir,

Your most obedient servant,

DIRECTOR.

SDN)

12

Letter No. 2185/ 534 dated 27th. June 1924, from the Superintendent, Chamarajendra Technical Institute, Mysore, to the Director of Industries and Commerce in Mysore, Bangalore.

With reference to your No.I.S.1565 of 24th.inst I have the honour to inform that the prices of the articles manufactured in the Institute are fixed as:

Materials		Cost price.	
Labour		---	
T.S.Establishment charges		20%	of above.
---	---		
Machine workshop	do	33%	-
Carpentry do	do	25%	-

The object of the Institute is being educative no definite charge is made as profit.

" Copy "

H.C. Ramaiyar
for Director.

SDN)

List of en

Copied by

Examined

13

App.F.VI-G1.] B650

SUBJECT.....

.....

.....

Diary No. of letter replied to .....

General and Revenue Secretariat

( )

the 192 .

Date of issue 28- 10 - 25

Signed by Mr. V. V Chariar

List of enclosures.....

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Section 9Qc.

File No. 55-22

Serial No. 110

No. 9c. 2821 9281/25

To The Dir, 9Qc

Sir,

With reference to correspondence ending with your letter no. G.129/I.S. dated 7th Aug. 1924 regarding the grant of bonus to the Instructors of the Chemicajendra Technical Institute, I am directed to invite reference to your letter no. G.253/I.S. dated 5th Sept 1925 submitting proposals for the revision of the Scale of pay of the Instructors in the Institute and to wherein you have expressed yourself as being opposed to the system of granting bonuses to the Instructors and to

over

State that Govt agree with you in this Opinion. As to the Question that in case the levy of the Instructors is inadequate, Govt cannot that the remedy is to increase it; and not to give them a bonus on the net receipts as proposed. Besides, the grant of a bonus to the employees will be justifiable if it is a commercial concern, and to be found to involve an appreciable profit. The Ch. D. Institute is not a commercial Concern, but is mainly an educational institution, the manufacture of articles for sale, occupying only a secondary place. // In these circumstances, I am to state that in Govt are of Opinion that, unless the commercial side of the Institute is separated from the Educational side and the former is separable, audited and found to yield an appreciable profit, it will not be possible to sanction the grant a bonus to the employees therein.

Thanks
WP 12/10
Rev Sec

SI 20/10